

Message Text

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PAGE 01 PARAMA 00834 171600Z

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ACTION PER-03

INFO OCT-01 ARA-10 ISO-00 FSE-00 ABF-01 USIA-15 /030 W

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P 171220Z SEP 76

FM AMEMBASSY PARAMARIBO

TO SECSTATE WASHDC PRIORITY 2873

AMEMBASSY GEORGETOWN PRIORITY

UNCLAS PARAMARIBO 0834

GEOGETOWN FOR PAO

EO 11652: NA

TAGS: AFSP, APER, NS

SUBJ: SALARY INCREASE FOR FSLE'S EFFECTIVE OCTOBER 3, 1976

REF : 3 FAM 932.5 AND LEC HANDBOOD, PART 3

1. OM BEING POUCHED TO PER/PPM TODAY PROPOSING AN ACROSS-THE BOARD PAY RAISE OF 11 PER CENT FOR LOCAL EMPLOYEES AT THIS POST, TO TAKE EFFECT THE FIRST FULL PAY PERIOD AFTER OCTOBER 1, I.E., PAY PERIOD 21 BEGINNING OCTOBER 10. SEVERAL UNUSUAL FACTORS HAVE GONE INTO THE ESTABLISHMENT OF THIS PROPOSAL, AND THE DEPARTMENT'S SPECIAL UNDERSTANDING AND ASSISTANCE ARE REQUESTED TO ALLOW THIS PLAN TO GO INTO EFFECT ON THE DATE PROPOSED. IT SHOULD BE NOTED THAT THIS RAISE IS WELL WITHIN THE BUDGET FIGURES REQUESTED FOR FY 77 AND THEREFORE NO NEW FUNDS WILL BE REQUIRED.

2. IN JUNE OF THIS YEAR THE EMBASSY BEGAN THE PROCESS OF MAKING A NEW BASIC WAGE SURVEY, THE LAST ONE HAVING BEEN DONE IN 1973. BEFORE PROGRESS COULD BE MADE, HOWEVER, THE ADMINISTRATIVE OFFICER RECEIVED WORD THAT HE WAS BEING TRANSFERRED, AND DEPARTED AUGUST 6 WITH THE SURVEY UNDONE. NO ETA HAS YET BEEN ESTABLISHED FOR THE ARRIVAL OF A NEW ADMINISTRATIVE OFFICER, EXCEPT THAT HE WILL NOT COME BEFORE OCTOBER. UNDER THE CIRCUMSTANCES IT WILL NOT BE POSSIBLE TO COMPLETE A NEW BASIC WAGE SURVEY BEFORE EARLY NEXT YEAR. IN THE MEANTIME, HOWEVER, SIGNIFICANT WAGE INCREASES HAVE TAKEN PLACE IN THE SURINAM
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PAGE 02 PARAMA 00834 171600Z

ECONOMY AND IT WOULD BE UNFAIR AND DESTRUCTIVE OF MORALE TO

DELAY BRINGING OUR PAY SCALE INTO LINE WITH THE LOCAL ECONOMY.
THE PREVIOUS PAY ADJUSTMENT TOOK PLACE ON AUGUST 31, 1975,
NOW MORE THAN A YEAR AGO.

3. THE POST THEREFORE CONCLUDED THAT IT SHOULD GO AHEAD ON
THE BASIS OF A SPOT CHECK AS PROVIDED IN THE THE LOCAL EMPLOYEE
COMPENSATION HANDBOOK (LEC). UNFORTUNATELY, THE HANDBOOK BEING
USED BY THE ADMINISTRATIVE OFFICER WAS THE 1969 EDITION, WHICH
SPECIFIES THAT THE SPOT CHECK METHOD MAY BE USED FOR THREE
SALARY REVISIONS; IT WAS NOT UNTIL YESTERDAY THAT A SEARCH
TURNED UP THE 1973 EDITION (PRESUMABLY THE LATEST) WHICH
LIMITS THE SPOT CHECK METHOD TO TWO REVISIONS BETWEEN BASIC
SURVEYS BY SMALL POSTS. UNDER THE CIRCUMSTANCES, THE DEPART-
MENT IS REQUESTED TO WAIVE THIS PROVISION AND ALLOW THE
INSTALLATION OF THE REVISED SCHEDULE ON THE BASIS OF THE SPOT
CHECK REVIEW WHICH HAS BEEN DONE. THE CARRYING OUT OF A BASIC
WAGE SURVEY WILL BE MADE ONE OF THE HIGH PRIORITY TASKS FOR
THE NEW ADMINISTRATIVE OFFICER WHEN HE ARRIVES.

4. THERE ARE ONLY 6 STATE LOCAL EMPLOYEES AND ONE USIS LOCAL
EMPLOYEE INVOLVED. THE 11 PER CENT FIGURE WAS REACHED IN ACCORD-
ANCE WITH THE HANDBOOK BY AVERAGING OUT THE INCREASES GRANTED
SINCE OUR LAST SPOT CHECK BY THE FIRMS WHICH WERE USED IN OUR
LAST BASIC WAGE SURVEY, AND IS MARKEDLY LESS THAN THE 20 PER
CENT INCREASE GRANTED ON AUGUST 31, 1975. THE ANNUAL INCREASE
IN THE LOCAL EMPLOYEE PAYROLL (STATE) IS \$5,340, AND (USIS)
1,180.

5. PAO GEORGETOWN IS REQUESTED TO CABLE CONCURRENCE IN THIS
REVISED PAY PLAN, PENDING RECEIPT OF FORMS FOR SIGNATURE
WHICH ARE IN THE MAIL.

6. THE DEPARTMENT'S EARLY APPROVAL IS URGENTLY REQUESTED.
ZURHELLEN

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